

# **CORVINUS TALENT PROGRAMME**

**Conceptual framework**

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## **1. The aim of the Talent Programme**

The aim of the talent programme is to enable students to acquire the competences necessary for future professional success and responsible leadership in areas not covered by traditional classroom education. To achieve this goal, the Programme operates as a system that supplements the University's "core" instruction programmes, is open, is based on inner motivation and on a uniform pedagogical framework.

## **2. Operational principles**

- The starting point of the Programme is that all Corvinus students are talented, and the University's role is to help them fulfil their talents.
- Participation in the Programme is voluntary.
- The Programme integrates existing talent management initiatives that have been operating successfully and efficiently for years, even decades. In the context of integration, the professional autonomy of these initiatives will be fully preserved, while they receive organisational and operational support as needed.
- The Programme prioritises the inclusion of international students.
- The Programme prioritises making the most of the Gellért Campus.

## **3. Professional framework**

The Programme is structured around modules organised around competence groups. We have developed the modules based on professional analyses<sup>1</sup> formulating the competences required by the workplaces of the future, in line with Corvinus' values and traditions, as well as its teaching activities and educational strategy. The approach was validated through workshops and academic consultations with Hungarian and international students.

On the basis of the above, the Programme is structured around modules linked to the following seven competence groups:

- Digital technology sensitivity and methodology
- Creativity and storytelling
- Entrepreneurship
- Community and leadership skills
- Academic immersion and broad intellectual horizon
- Social responsibility and service
- Self-management

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<sup>1</sup> With special regard to: "McKinsey: Defining the skills citizens will need in the future world of work"  
<https://www.mckinsey.com/industries/public-sector/our-insights/defining-the-skills-citizens-will-need-in-the-future-world-of-work>

#### 4. Activities related to the modules of the Talent Programme

<b>Digital technology sensitivity and methodology</b>	
Existing initiatives that can be integrated	Free elective courses teaching the use of advanced methodology <sup>2</sup>
Development line of an existing integrable initiative	Specifically quality-assured courses fitting into a talent management programme in a new approach
New initiative	Programming to create a digital learning ecosystem Winter University (intensive learning opportunity during the winter exam period)

<b>Creativity and storytelling</b>	
Existing initiatives that can be integrated	Communication-related free elective courses to develop creativity
Development line of an existing integrable initiative	Specifically quality-assured courses fitting into a talent management programme in a new approach
New initiative	Professional workshops related to Gellért Campus Makerspace and Media Studio Action learning projects to develop creativity Workshops based on artistic inspiration Winter University

<b>Entrepreneurship</b>	
Existing initiatives that can be integrated	Hungarian Startup University Programme (HSUP) Danube Cup
Development line of an existing integrable initiative	Linking HSUP and Danube Cup with the Business Incubation Programme
New initiative	Business Incubation Programme,

<b>Community and leadership competences</b>	
Existing initiatives that can be integrated	Colleges for Advanced Studies <sup>3</sup> Student associations National and international case study competitions
Development line of an existing integrable initiative	Developing the professional system of colleges for advanced students towards internationalisation in the framework of long-term agreements Creating a predictable funding system for student associations by encouraging internationalisation Systematic support for national and international case study competitions

<sup>2</sup> In terms of organisation of education, one of the specific features of the Programme is that free elective courses integrated into the Talent Programme may, where appropriate, start with a smaller number of students than in general.

<sup>3</sup> Of course, the colleges for advanced studies and student associations also carry out professional work beyond this set of competences. The reason for their inclusion here is to make the system of modules of the Talent Programme as transparent as possible.



<b>Academic immersion and broad intellectual horizon</b>	
Existing initiatives that can be integrated	Interdisciplinary free elective courses Students' Scientific Association (Period Books Programme)
Development line of an existing integrable initiative	Specifically quality-assured courses fitting into a talent management programme in a new approach Further internationalisation of the Students' Scientific Association Research and publication seminars related to the Students' Scientific Association Internationalisation of the Period Books Programme
New initiative	Establishing a programme for Oxford debates Winter University International Summer University for the Students' Scientific Association

<b>Social Responsibility and Service<sup>4</sup></b>	
Existing initiatives that can be integrated	Courses and initiatives of the Corvinus Science Shop "Let's Teach for Hungary" Programme Gyula Illyés Programme Kálmán Szabó Talent Programme
Development line of an existing integrable initiative	Scaling and internationalisation of the Corvinus Science Shop Scaling the "Let's Teach for Hungary" Programme Scaling the Gyula Illyés Programme Support for the Kálmán Szabó Talent Programme
New initiative	Creating a volunteering programme (linked to Corvinus Science Shop)

<b>Self-management</b>	
Existing initiatives that can be integrated	Development workshops of Student Support Services Personal and learning skills course (CEQEM) Leaders of the Future Programme Mentoring for MyCorvinus Navigator
Development line of an existing integrable initiative	Scaling the development workshops of Student Support Services Extension of the personal and learning skills course Development of the Leaders of the Future Programme Scaling mentoring for MyCorvinus Navigator
New initiative	Creating professional programmes to support the development of self-branding skills

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<sup>4</sup> The Social Responsibility and Service module includes two programmes (the Gyula Illyés Programme and the Kálmán Szabó Talent Programme) that are not aimed at Corvinus students, but are catch-up programmes for other students. This is because the organisational framework of these programmes is not fully organised at university level, and there are many synergies in their integration into talent management activities.



## **5. The Talent Programme as a system**

There is clearly a lot of synergy between the professional activities carried out in the modules of the Talent Programme. In this context, the ambition of the Programme is to build on these synergies in a conscious way.

Students participating in the Programme who successfully complete each professional activity will earn Talent Points, which is a transparent and inspiring way to recognise students' achievements based on voluntary motivation. The system of Talent Points is in principle different from the classical credit system.

A certain number of Talent Points can be redeemed for micro-credential(s). The University may also display the completion of the modules of the Talent Programme in the diploma supplement.

## **6. Portfolio building**

Students are required to prepare a portfolio of their activities, i.e. to document their work and the competences acquired during their participation in each professional activity in a transparent and properly communicable form. This will greatly help Corvinus students to gain a competitive advantage in how attractive they can present their skills to prospective employers.

Portfolio building is not only an expectation of the Programme but is also supported by the University. It is particularly important to support portfolio building with technological tools such as artificial intelligence.

## **7. Measurement and development**

The development of the competences (knowledge, skills, attitudes, autonomy per group) of the students participating in the Programme, as well as, of course, their satisfaction, should be measured. Based on the results of the measurements, the Programme can be further developed as a learning system.

## **8. The Programme as an innovation tool**

The ambition of the Programme is to be a flexible and experimental system in which new ideas are constantly emerging. In this context, the Programme can be used as a kind of innovation layer for the University: it can be used to test innovations and, if they work, they can be incorporated into the educational development process.

## 9. Organisational framework

The operational implementation of the Programme is the responsibility of the Talent Management Centre, together with the specific managers of the professionally autonomous initiatives. It oversees the vision and strategic direction of the Programme, organise quality assurance tasks, and act as a creative platform for the newly created Talent Council, composed of both external and internal members.

The ambition of the Programme is to become part of the national system of Talent Centres.

## 10. Next steps

If the conceptual framework is adopted by the University's competent bodies, the following steps are necessary for its implementation. The starting point for the formulation of the next steps is that the Programme will be fully operational in the academic year 2024/2025, with the spring semester of the academic year 2023/2024 being the pilot period.

<b>Topics</b>	<b>Task</b>	<b>Timing</b>
Details of the professional framework	Details of the talent points system Details of the framework for portfolio building Preparation of pilot activities	January-February 2024
Completing the organisational framework	Setting up the Talent Council	January-February 2024
Implementation of pilot initiatives	Launching at least one new initiative in each module	March-June 2024
Finalising the operational framework	Finalising the operational framework based on experience and feedback Communication tasks	June-July 2024
Full start of the Programme		September 2024